

Message Text

CONFIDENTIAL

PAGE 01 STATE 103434

21

ORIGIN EUR-12

INFO OCT-01 ISO-00 DODE-00 L-02 PM-03 ABF-01 FS-01 CIAE-00

COME-00 EB-07 INR-07 LAB-04 NSAE-00 SIL-01 /039 R

DRAFTED BY DOD:JTIMBERLAKE/EUR/CAN:DAKRUSE:MGH

APPROVED BY EUR/CAN:DAKRUSE

L/EUR:SGUDGEON

OGC:MR KONAN

NAVY (OP-61):CDR TARBUCK

M&RA:MR COOKLEY

J-5:COL RENKEN

----- 011782

R 022304Z MAY 75

FM SECSTATE WASHDC

TO AMEMBASSY OTTAWA

INFO AMCONSUL ST JOHNS

USNAVSTA ARGENTIA NEWFOUNDLAND

CINCLANTFLT

C O N F I D E N T I A L STATE 103434

E.O. 11652: GDS

TAGS: MARR, CA

SUBJECT: ARGENTIA LABOR RELATIONS

REFS: (A) OTTAWA 721 (NOTAL); (B)CNO DTG 281829.Z APR 75

(C) OTTAWA 1505

1. US NAVAL STATION (NAVSTA) ARGENTIA, EMPLOYS APPROXIMATELY 112 CANADIAN CITIZENS WHO HAVE BEEN HIRED DIRECTLY ("DIRECT-HIRES") BY US NAVY. THEIR WAGES HAVE BEEN DETERMINED BY DEPARTMENT OF DEFENSE WAGE FIXING AUTHORITY (DODWFA), WHICH BASES ITS WAGES ON THE AVERAGE LEVEL OF RATES PAID BY GOVERNMENT OF CANADA TO ITS EMPLOYEES IN COMPARABLE JOBS. SEPARATE WAGE SCHEDULES ARE ESTABLISHED FOR GRADED (WHITE COLLAR) AND MANUAL (BLUE COLLAR) OCCUPATIONAL CATEGORIES.

CONFIDENTIAL

PAGE 02 STATE 103434

TIONS. GOVERNMENT OF CANADA, AFTER NEGOTIATIONS WITH CANA-

DIAN PUBLIC EMPLOYEE UNIONS, SETS PAY FOR WHITE COLLAR OCCUPATIONS ON A NATIONWIDE BASIS, AND FOR BLUE COLLAR OCCUPATIONS ON A SPECIFIC ZONE BASIS.

2. CURRENT WAGE SCHEDULES FOR CANADIAN DIRECT HIRES AT ST. JOHNS, NEWFOUNDLAND, BECAME EFFECTIVE ON 19 JANUARY 1975 AND REFLECTED RATES THEN BEING PAID BY GOC. UNFORTUNATELY, CANADIAN FEDERAL TREASURY BOARD (CFTB), WHICH HAD SETTLED ON A NEW CONTRACT WITH ITS WHITE COLLAR EMPLOYEES, HAD NOT REACHED AGREEMENT WITH ITS BLUE COLLAR WORKERS ON A NEW CONTRACT. DODWFA, RATHER THAN DELAY, ISSUED NEW WAGE SCHEDULES FOR CANADIAN DIRECT-HIRE BLUE COLLAR WORKERS, REFLECTING AN 8.2 COST OF LIVING INCREASE, BUT WITHOUT A CONTRACT INCREASE, PENDING SETTLEMENT BETWEEN THE CFTB AND THE CANADIAN PUBLIC SERVICE ALLIANCE (PSA), REPRESENTING BLUE COLLAR WORKERS. THIS EXPLAINS THE DIFFERENCE BETWEEN WAGE INCREASE GRANTED TO BLUE COLLAR WORKERS AND THE INCREASES TO WHITE COLLAR WORKERS ON 19 JANUARY 1975. NOW THAT THE CFTB AND PSA HAVE REACHED AGREEMENT, DODWFA WILL MAKE NECESSARY CHANGES TO ITS BLUE COLLAR WAGE SCHEDULE. DOD REPS WILL BE PREPARED AT MAY 7 MEETING PLANNED FOR ARGENTIA (REFTEL B) TO DISCUSS ANY FURTHER QUESTIONS REGARDING SALARY SCHEDULES. IN ADDITION TO DOD REPS, CONSUL GENERAL DOBBS AND UNION REPS WILL BE AT MEETING AND PROVINCIAL OFFICIAL ALSO INVITED.

3. MORE DIFFICULT ISSUE IS QUESTION OF UNION ORGANIZATION AND RELATIONSHIP WITH CO NAVSTA ARGENTIA. SINCE MAY 1969, CANADIAN UNION OF NATIONAL DEFENCE EMPLOYEES (UNDE) HAS REPRESENTED ALL CANADIAN CITIZEN EMPLOYEES OF NAVSTA ARGENTIA. ON 18 NOVEMBER 1974, THE CANADIAN UNION OF PUBLIC EMPLOYEES (CUPE) NOTIFIED COMMANDING OFFICER, NAVSTA ARGENTIA, IN WRITING, THAT A MAJORITY OF BLUE COLLAR EMPLOYEES HAD FORMED CUPE LOCAL 1793 AND REQUESTED EXCLUSIVE RECOGNITION. CO NAVSTA REPLIED ON 16 DECEMBER 1974 THAT CUPE COULD ACHIEVE EXCLUSIVE RECOGNITION, SUBJECT TO CERTAIN CONDITIONS, INCLUDING ACCEPTANCE OF SECRET BALLOT TO DETERMINE UNION RECOGNITION. CUPE HAS AGREED TO SECRET BALLOT AND NUMBER OF OTHER CONDITIONS, BUT NOT CONFIDENTIAL

CONFIDENTIAL

PAGE 03 STATE 103434

TO NAVY'S DESIRE THAT IT ACCEPT A LABOR RELATIONS PROGRAM PROHIBITING STRIKES AND A UNION SHOP AND THAT IT ACCEPT THE DODWFA SYSTEM FOR DETERMINING WAGES, FRINGE BENEFITS, AND RELATED MATTERS. CUPE REPLIED TO CO NAVSTA THAT IS IS SUBJECT ONLY TO CANADIAN NATIONAL AND NEWFOUNDLAND LABOR RELATIONS LAWS REGARDING RIGHT TO STRIKE AND UNION SHOP AND WILL COMPLY WITH PROVISIONS OF THESE LAWS; IT ALSO INSISTS ON FREE COLLECTIVE BARGAINING AS THE MEANS

OF DETERMINING WAGES, FRINGE BENEFITS, AND RELATED MATTERS. BECAUSE OF THESE DIFFERENCES, NO DATE HAS BEEN SET FOR ELECTION.

4. NAVY HAS NOW WITHDRAWN ITS REQUEST THAT CUPE SHOULD, AS A PRECONDITION OF A SECRET BALLOT ELECTION AND EXCLUSIVE RECOGNITION, AGREE NOT TO STRIKE, NOT TO FORM A UNION SHOP, AND TO ACCEPT THE DODWFA SYSTEM OF DETERMINING WAGES, FRINGE BENEFITS, AND RELATED MATTERS. (THIS DECISION WILL BE COMMUNICATED TO CUPE AT MAY 7 MEETING). THESE MATTERS WILL, IF CUPE WINS THE ELECTION, BE THE SUBJECT

OF DISCUSSIONS BETWEEN NAVY AND CUPE OVER A LABOR CONTRACT. OUR VIEW IS THAT THERE IS NOTHING IN US LAW OR DOD INSTRUCTION 1400.10, THE APPLICABLE ADMINISTRATIVE REGULATION, THAT PROHIBITS NAVY FROM DEALING WITH CUPE ON THESE MATTERS. AT THE SAME TIME, HOWEVER, DOD NEEDS TO INSURE THAT, IN ACCORDANCE WITH DOD INSTRUCTION 1400.10, WAGES AND SALARY SCALES CONTINUE TO BE BASED ON LOCAL PREVAILING RATES AND THAT COLLECTIVE BARGAINING PROCESS NOT RESULT IN DEPARTURE FROM THIS BASIC PRINCIPLE. BEYOND THAT, DOD IS CONCERNED OVER POSSIBLE FUTURE EXERCISE OF RIGHT TO STRIKE IN COLLECTIVE BARGAINING PROCESS AND CONSEQUENCES THAT COULD ENTAIL FOR OPERATIONS AT NAVSTA ARGENTIA. IF CUPE BECOMES REPRESENTATIVE OF BLUE COLLAR WORKERS AT NAVSTA ARGENTIA AND SUCCEEDS IN INCORPORATING ITS PRESENT POSITION IN SUBSEQUENT LABOR CONTRACT, WE WOULD HAVE TO CONSIDER EXPLORING WITH GOC HOW US INTERESTS AT THE BASE COULD BE PRESERVED IN FACE OF THIS NEW LABOR RELATIONSHIP.

5. SINCE PARA 4 CONTAINS POSITION DOD WILL TAKE AS EMPLOYERS NAVSTA, WE WANT ITS CONTENTS TO BE KEPT CONFIDENTIAL

CONFIDENTIAL

PAGE 04 STATE 103434

DENTIAL AND NOT DISCLOSED TO UNION REPRESENTATIVES BEFORE MAY 7 MEETING. WE ARE HOPEFUL THAT MAY 7 MEETING IN ARGENTIA WILL RESULT IN AGREEMENT THAT WILL ESTABLISH A MUTUALLY ADVANTAGEOUS LABOR-MANAGEMENT RELATIONSHIP AT THE STATION SPECIFICALLY, WE EXPECT THE MEETING TO SET THE STAGE FOR THE SECRET BALLOT ELECTION.

6. EMBASSY MAY DRAW ON ABOVE INFORMATION AS APPROPRIATE TO ANSWER QUESTIONS POSED BY EXTAFF (REFTEL A) UNDERSCORING FACT THAT WE ARE LOOKING TO MAY 7 MEETING AS VEHICLE FOR DISCUSSION OF ALL MATTERS AT ISSUE. KISSINGER

CONFIDENTIAL

NNN

Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: LABOR RELATIONS, ARMED FORCES, FOREIGN WORKERS
Control Number: n/a
Copy: SINGLE
Draft Date: 02 MAY 1975
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: ElyME
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1975STATE103434
Document Source: CORE
Document Unique ID: 00
Drafter: JTIMBERLAKE/EUR/CAN:DAKRUSE:MGH
Enclosure: n/a
Executive Order: GS
Errors: N/A
Film Number: D750155-1152
From: STATE
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1975/newtext/t19750584/aaaaczqc.tel
Line Count: 165
Locator: TEXT ON-LINE, ON MICROFILM
Office: ORIGIN EUR
Original Classification: CONFIDENTIAL
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 4
Previous Channel Indicators: n/a
Previous Classification: CONFIDENTIAL
Previous Handling Restrictions: n/a
Reference: 75 OTTAWA 721, 75 (NOTA NO DTG 281829, 75
Review Action: RELEASED, APPROVED
Review Authority: ElyME
Review Comment: n/a
Review Content Flags:
Review Date: 05 MAY 2003
Review Event:
Review Exemptions: n/a
Review History: RELEASED <05 MAY 2003 by BoyleJA>; APPROVED <24 SEP 2003 by ElyME>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
05 JUL 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: ARGENTIA LABOR RELATIONS
TAGS: MARR, CA, AR
To: OTTAWA
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 05 JUL 2006